



CORPORATE SOCIAL RESPONSIBILITY POLICY

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PURPOSE

Nylacast has a duty to ensure that it conducts all its business activities in a socially responsible and ethical manner. It is committed to protect people and the environment and it endeavours to support the local communities that we operate in.

SCOPE

This policy is applicable to all employees at all levels and grades within Nylacast and all activities undertaken by or on behalf of Nylacast, no matter where they are location (within or outside the UK).

This policy and its mandatory application will be communicated to all employees and all other interested parties.

REFERENCE DOCUMENTS

- Equal Opportunities Policy
- Anti-Bullying & Harassment Policy
- Anti-Bribery and Corruption
- Anti-Slavery and Human Trafficking Policy
- Whistleblower Policy
- Environmental Policy
- Training and Development Policy

POLICY

WORKPLACE

Our aim here at Nylacast is to become an employer of choice. As such we want our people to develop and grow within a safe environment. The company places a strong emphasis on well-being and as such positively promotes campaigns on an annual basis which supports individual well-being – both mental and physical well-being

We also believe that we have a responsibility to respect all human rights, treat all individuals with civility and create a culture of fairness and consistency.

Nylacast is committed to provide equal opportunities in all aspects of employment and where applicable look for ways in which we can promote and increase the diversity of our workforce.

COMMUNITY

We believe that as a large employer within the community we have a responsibility and furthermore can have an influence to provide support and opportunities for both groups and individuals.

Nylacast commit to completing community projects and challenges every year, give up our time to help and support programs across the local community.

We will also financially support and raise awareness around several local charities every year.

ENVIRONMENT

We recognise that our activities have an impact upon the environment, as such we take steps to try and reduce this impact. We are committed to continually reduce our waste streams and overall carbon footprint.

We monitor our environmental aspects and impacts through our ISO 14001 accreditation and furthermore set objectives and targets as a business.

SUPPLY CHAIN

Maintaining the standards within our supplier network is integral to our achievements. Consequently, we collaborate closely with our primary suppliers to guarantee their ethical and responsible conduct.

We are against the mistreatment of labour, firmly rejecting forced or child labour, along with any form of labour that entails physical, verbal, or psychological harassment, bullying, or intimidation.

We are also against human trafficking and the exploitation of children, youth, or vulnerable individuals.

COMPLIANCE

Nylacast is committed to maintaining the highest standards of integrity, therefore Nylacast will conduct its business in an open, honest, and ethical manner.

Nylacast is committed to measure and audit its performance on across its CSR initiatives.

Employees are encouraged to raise concerns about any issue or suspicion that may breach this policy.

TRAINING, AWARENESS AND COMMUNICATION

As part of the Company's induction process, new starters will be told about this policy.



REVIEW AND REVISION

The HR Manager has responsibility for reviewing and revising this policy.

CHANGE HISTORY

Date	Rev. No.	Revision by	Description of change
07/12/17	01	Ian Mallabone	First issue of the Policy
04/06/19	02	Ian Mallabone	Nylacast Ltd changed to Nylacast
05/07/21	03	Ian Mallabone	Policy formatting updated with new sub-heading of Environment and Supply Chain